

Bargaining Unit 1
Non-Supervisory Blue Collar
International Union of Operating Engineers, Stationary Engineers Local 39

Benefit	Description
Health & Welfare: medical, dental and vision (Employee and dependents)	As of 07/01/2014: City Contributes 75% of premium Employee Contributes 25% of premium If no employee contribution, medical benefits are reduced 30% PPO Plan Premium = \$1,084.00 City Contributes \$813.00 Employee Contributes \$271.00
Retirement *	City = 11.65% Employee picks up 4% of City contribution Employee (Average) = 8.46% (2%/year @ 55 w/5 years) DROP
Life Insurance	None provided by the City of Fresno
Short Term Disability	Provided through California SDI program
Long Term Disability	None provided by the City of Fresno
Deferred Compensation	Savings/Mutual Funds No City Contribution
Holidays	Holidays = 10 Birthday = 1 Personal Day = 0
Vacation (Days per year/Hours per month) (Available after 6 months)	1 – 4 years = 12/8 5 – 7 years = 15/10 8 – 19 years = 17/11.33 20+ years = 22/14.66
Sick Leave (Available after 6 months)	8 hours/month (600 hour cap on accumulation of sick)
Family Sick Leave	Up to 48 hours of accumulated sick leave per fiscal year
Uniform Allowance	City contracted uniform service, cost shared 50/50
Bilingual	\$50 per month
Workers' Compensation	66.67% of compensation
Health Reimbursement Arrangement (HRA)	To pay premiums for post-retirement medical insurance

LEGEND:

*	Employees Retirement System = Vested after completing 5 years of service
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